



The President's Management Plan

Government-wide Reforms

Budget and Performance Integration

- *Formally integrate performance with budget decisions.*
- *OMB to work with agencies: select outcomes for important programs, outputs that influence outcomes, cost the options, and direct improved effectiveness.*
- *Submit performance-based budgets beginning with FY03.*

Strategic Management of Human Capital

- *Make the Government "Citizen-centered."*
- *Agencies to reduce distance between citizens and decision-makers: flatten the hierarchy, reduce the layers at upper echelons, and redistribute high-level positions to front-line positions to interact with citizens.*
- *Submit an initial workforce analysis to OMB by June 29, 2001; additionally, submit a 5-year workforce restructuring plan including annual performance measures with the FY03 Budget.*

Competitive Sourcing

- *Open 50 percent of the commercial positions listed on the Federal Activities Inventory Reform (FAIR) Act inventory to competition with the private sector.*
 - *Agencies will complete public-private or direct conversion competitions, or complete implementation of privatization initiatives for an additional 10 percent of the FTE in their FAIR inventories above their FY02 goal; and, complete at least 15 percent of actions by end of FY03.*
 - *Submit implementation plan to OMB including number of FTE, function, location, training requirements and planned contractor support.*
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Improve Financial Performance

- *Reduce erroneous payments and produce reliable and timely financial information.*
- *OMB will work with agencies to incorporate information on erroneous payment rates, actual and target rates for directly administered programs over \$2B. Where available, provide information for programs administered by state governments and others.*
- *Submit improved financial information in the FY03 budget.*

Expanding Electronic Government

- *Build e-government infrastructures as a means to deliver services/benefits in a citizen-centric manner; and, standardize processes in and across agencies.*
 - *Agencies will advance an e-government IT strategy that includes specific outcomes: identify, review, and prioritize IT investments that may be redirected or restructured so that other programs will meet the Government Paperwork Elimination Act deadline of October 2003; propose additional Clinger-Cohen Act compliant investments; and, expand the e-procurement project to establish a single-point of vendor registration.*
 - *Submit an improved IT capital plan including the above outcomes in the FY03 budget.*
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